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MINUTES OF THE CIA CAREER COUNCIL

59th Meeting, Thursday, 3 December 1959, 3:30 p.m.

DCI Conference Room

Present

Gordon M. Stewart, Chairman

Robert Amory, Jr., Member

[REDACTED] Alternate Member

Lyman B. Kirkpatrick, Member

[REDACTED], Member

[REDACTED] Alternate Member

L. K. White, Member

[REDACTED] Executive Secretary

[REDACTED] Porter

[REDACTED], Guest

Lawrence R. Houston, Guest

[REDACTED] Guest

1. The minutes of the 58th meeting on 1 October 1959 were approved as distributed.

2. Mr. [REDACTED] asked that the name of Mr. [REDACTED] who was selected to attend the National War College be withdrawn. He also advised the Council that Mr. [REDACTED] might not be able to attend the 1960 session of the Army War College. Since alternates have been nominated by the Director for both schools, no action by the Council was necessary.

3. Mr. Stewart brought to the attention of the Council a suggestion made by the Deputy Director of Training that CIA seek to place an Agency Officer, who was a graduate of the National War College, on the faculty of the War College for a one year tour. The Council agreed that having an Agency representative on the War College staff would be desirable but felt that the War College rather than CIA should initiate this proposal. It was thought that this matter should be discussed with General Cabell. Action was deferred awaiting the recommendations of the Director of Training.

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4. The DD/I member of the Council suggested that consideration be given to negotiating an agreement to allow an Agency officer to attend the Imperial Defense College. It was generally agreed that this suggestion should be explored with Mr. [REDACTED]. The Chairman will initiate action after discussion with the Director of Training.

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5. The meeting of the Council was principally concerned with discussion of the study and regulatory issuances on the manpower control program, which were distributed previously by the Director of Personnel to the Deputy Director and the members of the Council. [REDACTED] stated that in his opinion the thinking reflected in the proposed issuances is very constructive and offers a realistic approach in resolving the manpower situation in the Clandestine Services. The Council raised various questions pertaining to the Director's statutory authority in regard to separating surplus personnel and the granting of separation compensation. Mr. Houston, who had collaborated with the Director of Personnel concerning the legal aspects of the proposed program, was available to answer questions. He explained that the Civil Service Commission has taken the position that no employee will be entitled to appeal to the Commission on any separation determination of the Agency accomplished under the Director's statutory authority. Concerning an employee's eligibility for Federal employment after separation under [REDACTED], Mr. Houston stated that any employee can appeal to the Commission for a ruling as to his continuing eligibility for Federal employment and for assistance in securing employment elsewhere in Government. To avoid confusion on this matter of appeal rights, it was agreed that [REDACTED] would be revised to incorporate language from our statute to the effect that separation under 102(c) does not preclude an eligibility ruling by the Civil Service Commission as to further Federal employment.

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6. Mr. Stewart, with the assistance of [REDACTED] explained the charts which showed estimated annuities and severance pay under the proposed plan in comparison with annuities and severance pay in the Foreign Service and the military services.

7. The Council discussed at length the need for and the application of the proposed machinery and policies for the separation of surplus personnel within each of the major components. It was recognized that the reduction of surplus personnel may not now be a problem in DD/I and other specific functional areas and that publicizing Agency policy which establishes RIF procedures will adversely affect morale. It was nevertheless agreed that it is important to have such procedures established by regulatory issuances and available for use when, as, and if needed. However, it was agreed that at such time as publication of the separation regulation was imminent, an accurate and rational explanation of the purpose and intended use of the procedures and policies provided would be made available.

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8. The Deputy Director (Support) pointed out the administrative problems which would be involved in granting separation compensation. He suggested that further consideration be given to establishing more definitive criteria for determining eligibility for separation compensation in order that determinations could be made more objectively. The DD/I, on the other hand, expressed the view that the criteria of eligibility as drafted was adequate and that each case should require individual judgment.

9. The Council approved [REDACTED] and directed that these issuances be submitted to the Director with the recommendation that they be discussed at one of the Deputies' meetings. Subsequent to the Director's approval, the proposed procedures for manpower control in the Agency will be submitted to the Bureau of the Budget, the Comptroller General and then possibly to the Kilday Committee.

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10. The meeting adjourned at 4:30 p.m.

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Executive Secretary  
CIA Career Council

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